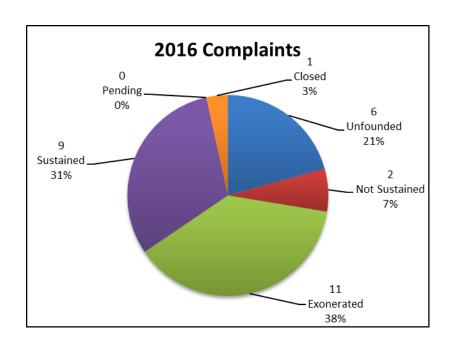


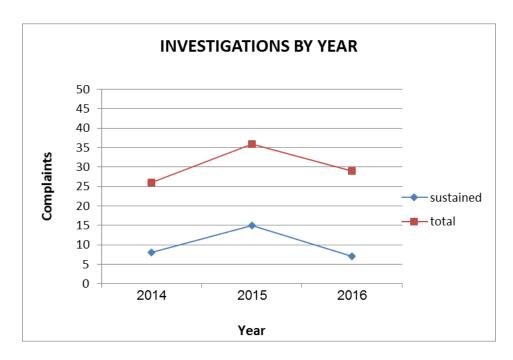
To: Chief Kenneth C. Miller From: Captain S. F. Hunt February 23, 2017 Prepared by: Denise R. Mapp



In 2016, Internal Affairs investigated 28 of 29 complaints and allegations of misconduct; one investigation was suspended. Investigations conducted by Internal Affairs staff decreased by 22% compared to last year. Fourteen of the investigations were generated from citizen complaints; of those, 2 were sustained.

	2014		2015		2016	
	Count	%	Count	%	Count	%
Unfounded	1	3.85	7	19.44%	6	20.69
Not Sustained	7	26.92	5	13.89%	2	6.9
Exonerated	8	30.77	9	25.00%	11	37.93
Sustained	9	34.62	15	41.67%	9	31.03
Suspended	1	3.85	0	0.00%	1	3.45
Pending	0	0.00	0	0.00%	0	0
TOTAL	26	100.00	36	100.00	29	100.00





Uniform Patrol makes up over half of the workforce and is the source for the majority of arrests and contacts with the public. Of the 21 investigations involving Uniform Patrol officers, 12 were the result of citizen complaints.

	2014		2015		2016	
	Count	%	Count	%	Count	%
Uniform Patrol/CBD	19	73.1%	27	75.0%	21	72.4%
Traffic	0	0.0%	0	0.0%	0	0.0%
Warrants/Court Security	1	3.8%	0	0.0%	1	3.5%
Criminal Investigations	3	11.5%	2	5.6%	0	0.0%
Vice & Narcotics/CRT	1	3.8%	2	5.6%	3	10.3%
Other	2	7.7%	5	13.8%	4	13.8%
TOTAL	26	100.0%	36	100.0%	29	100.0%

#### Investigations by Complainant's Race and Gender

In 2016, minority complainants accounted for 50% percent of complaint investigations and 24% of all Internal Affairs investigations. Complaints by minorities remained steady; male complainants accounted for 57% of complaint investigations and 28% of all IA investigations. Of the eight male complainants, 2 were minorities. Six investigations involved female complainants—five were minorities. Internal Affairs investigated two citizen complaints involving allegations of racial bias.

Race/Gender of	2014		2015		2016	
Public Complainants	Count	%	Count	%	Count	%
Minority	8	30.8%	7	19.4%	7	24.1%
Non-Minority	7	26.9%	11	30.6%	7	24.1%
*Department Initiated	11	42.3%	18	50.0%	15	51.7%
TOTAL	26	100.0%	36	100.0%	29	100.0%
Male	4	15.4%	12	33.3%	8	27.6%
Female	11	42.3%	6	16.7%	6	20.7%
*Department Initiated	11	42.3%	18	50.0%	15	51.7%
TOTAL	26	100.0%	36	100.0%	29	100.0%

# **Investigations by Employee Race and Gender**

Race/Gender of	2014		2015		2016	
Officers	Count	%	Count	%	Count	%
Minority	4	15.4%	5	13.9%	2	10.4%
Non-Minority	11	42.3%	13	36.1%	12	37.9%
*Department Initiated	11	42.3%	18	50.0%	15	51.7%
TOTAL	26	100.0%	36	100.0%	29	100.0%
Male	15	57.7%	17	47.2%	12	37.9%
Female	0	0%	1	2.8%	2	10.4%
*Department Initiated	11	42.3%	18	50.0%	15	51.7%
TOTAL	26	100.0%	36	100.0%	29	100.0%

#### **Sustained Complaints**

Seven investigations were sustained in 2016. None of the sustained investigations represent bias-based complaints.

		COMPLAINANT		OFFICER	
IAD#	COMPLAINANT RACE	GENDER	OFFICER(S) RACE	GENDER	NATURE OF COMPLAINT
16-02	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
16-04	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
16-17	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
16-18	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
16-22	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
16-23	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
16-25	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION
16-26	N/A	N/A	N/A	N/A	INTERNAL INVESTIGATION

#### **Breakdown of Investigations by Nature of Complaint**

The chart below lists complaints by category.

Nature of Complaint	Count	%
BIAS-BASED POLICING	2	6.9%
EXCESSIVE OR USE OF FORCE	4	13.8%
FAILED TO PERFORM DUTY	1	3.5%
FALSE ARREST/UNLAWFUL SEARCH	2	6.9%
SPEEDING	1	3.5%
SUBMISSION OF REPORTS	1	3.4%
TRUTHFULNESS	1	3.4%
UNPROFESSIONAL CONDUCT, RUDE	2	6.9%
INTERNAL INVESTIGATIONS (2 EXCESSIVE FORCE)	15	51.7%
TOTAL	29	100%

**Excessive Force Investigations** 

IA NUMBER	DATE	TYPE OF FORCE	COMMENTS	DISPOSITION
			CHIEF DIRECTED INVESTIGATION - SUBJECT	
			ARGUMENTATIVE, NON-COMPLIANT, RESISTING	
16-01	12/15/15	TAKE-DOWN	ARREST	EXONERATED
			CITIZEN COMPLAINT - YELLING PROFANITIES,	
		SOFT EMPTY-HAND	WOULD NOT ALLOW BOYFRIEND TO RETRIEVE	
16-07	1/04/16	CONTROL WITH INJURY	BELONGINGS	EXONERATED
		SOFT EMPTY-HAND	CITIZEN COMPLAINT - PLACED HIS HAND ON	
16-10	2/27/16	CONTROL NO INJURY	OFFICER'S CHEST TO STOP ENTRY TO RESIDENCE	EXONERATED
			CITIZEN COMPLAINT — NON-COMPLIANT WITH	
			OFFICER'S DIRECTION TO REMOVE HIS HANDS	
16-16	4/23/16	EMPTY-HAND CONTROL	FROM HIS POCKETS	EXONERATED
			CITIZEN COMPLAINT - ACTIVE AGGRESSION,	
16-19	5/22/16	TAKE-DOWN	RESISTING ARREST	EXONERATED
			CHIEF DIRECTED INVESTIGATION - SUBJECT NON-	
16-24	8/31/16	TAKE-DOWN	COMPLIANT, KICKED OFFICER TWICE	EXONERATED

#### 2016 COMPLAINT ANALYSIS

Citizen complaints decreased by 22% in 2016. The complaint process was amended in 2015 and continues "to provide a fair and effective process for receiving, investigating, and adjudicating complaints against police employees. The process also serves to protect employees from false allegations and ensure employees are consistently treated with fairness." By January 2016, the Department was in full compliance with the amended policy. Although complaints and allegations of misconduct were processed and finalized within 90 days, the investigations were completed within the 60-day time frame required by policy. In September the Department acquired mediation services as an option for community members and Police employees to amicably resolve complaints. While mediation is also an alternative to a sometimes lengthy complaint investigation, the alleged misconduct and the accused employee must meet certain criteria in order to be referred for mediation. For 2016, the majority of complaints eligible for mediation and investigated at the division-level were accusations of rude or unprofessional conduct. Two complaints of rudeness/unprofessionalism went to mediation.